

# EQUAL OPPORTUNITY OFFICE

## FY 98 CORPORATE REPORT

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### FINANCIAL PERFORMANCE

|               | <u>ALLOCATION</u> | <u>EXECUTION</u> | <u>RATE</u> |
|---------------|-------------------|------------------|-------------|
| REFERENCES    | \$10,000          | \$11,154         | 112%        |
| TRAINING      | \$20,000          | \$34,792         | 174%        |
| CONTRACTS     | \$ 700            | \$ 880           | 126%        |
| SUPPLIES(GSA) | \$ 800            | \$ 800           | 100%        |
| <b>TOTAL</b>  | <b>\$31,500</b>   | <b>\$47,626</b>  | <b>151%</b> |

### PERSONNEL

3 military: 1 LTC, 1 MSG, and 1 SFC  
3 Total Staff

### PROGRAMS

#### **REGULATORY PROGRAMS**

The Army Equal Opportunity Program  
Ethnic Observances  
Prevention of Sexual Harassment  
(POSH)  
Equal Opportunity Training  
Consideration of Others (CO2) Training  
Consideration of Others Facilitators'  
Course  
Equal Opportunity Representative  
Course (EORC)

#### **LOCAL PROGRAMS**

Quarterly EO Council with the CG  
Monthly EO/EEO Update with the CG

#### **ADDITIONAL PROGRAMS**

Command Climate Assessment  
Affirmative Action Plan Panel  
Annual Staff Assistance Visits  
Human Relations Action Plan

### PROGRAM USAGE

The Equal Opportunity Narrative and Statistical Report for FY 98 is automated, the population is top driven—it is reported directly from SIDPERS. During FY 98, there were 10 formal complaints throughout the command. This command conducted 34 ethnic observances. This office participated in 2 MDW Company Commander/First Sergeants' Courses, and participated in 5 EOR Courses throughout the command, which trained 120 personnel, and 18 Small Group/Facilitation Courses were conducted.

### NEW INITIATIVES

This office initiated a standardized CO2 Facilitation Training Course.

Developed a CO2 budget for MDW MSCs to enhance training sessions and to provide professional development for facilitators.

Developed a standard POI for the MDW Company Commander/First Sergeants' Course, as well as Senior Leaders'/Middle Managers' training.

Created an MDW CO2 Mobile Training Team, which assisted organizations Army-wide in the setup of their CO2 program.

Procured numerous training materials to support the CO2 and EO programs.

## **AHEAD IN FY 99 AND BEYOND**

The Affirmative Action Plan (AAP) panel members will examine statistical trend data and revise AAP goals, which support the DA Affirmative Action program. An MDW Facilitators Conference which will provide professional development for MDW facilitators.

## **SUMMARY**

The arrival of an Equal Opportunity Program Manager has greatly enhanced the effectiveness of the EO program and has brought about a revitalization of the EO program in the command. The continued interest from the CG in keeping the program active, as well as numerous initiatives currently working at the Department of the Army, are driving what has the potential to be a significant improvement in the visibility and effectiveness of the EO program.